

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – The Telangana Shops and Establishments Act, 1988 – The Management, India Operations, Amazon Seller Services Private Limited & Amazon Transportation Services Private Limited, Telangana – Exemption from certain provisions of the Telangana Shops and Establishments Act, 1988 – Grant of exemption for a period of one (1) year – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 42

Dated: 08-02-2022

Read the following:-

1. Email dt: 02.11.2021 received from the Employee Relations Manager, India Operations, Amazon Seller Services Private Limited & Amazon Transportation Services Private Limited, Telangana.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No.H2/5740/2021, Dated: 29.12.2021.

ORDER:-

In the reference 1st read above, the Management, India Operations, Amazon Seller Services Private Limited & Amazon Transportation Services Private Limited, Telangana has requested the Government to grant exemption from the provisions of sections 15, 16, 18 and 23 of the Telangana Shops and Establishments Act, 1988 and permission to deploy female employees in night shift.

2. In the circumstances reported by the Commissioner of Labour, Telangana, Hyderabad vide letter 2nd read above, Government after careful examination of the matter, hereby decided to grant exemption to the Management, India Operations, Amazon Seller Services Private Limited & Amazon Transportation Services Private Limited, Telangana from the provisions of sections 15, 16 and 23 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a period of one (1) year with effect from the date of issue of the order, subject to certain conditions.

3. Accordingly, the following notification will be published in the Extra-ordinary issue of the Telangana State Gazette:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby grants exemption to the Management, India Operations, Amazon Seller Services Private Limited & Amazon Transportation Services Private Limited, Telangana from the provisions of sections 15, 16 and 23 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a period of one year, with effect from the date of issue of the order, subject to the following conditions, namely:-

1. Weekly working hours for an employee shall be 48 hours. "For the work done beyond 48 hours, employee is entitled to overtime wages."
2. Every employee shall be given a weekly off.
3. Every employee shall be provided with identity cards in addition to appointment letter and all other welfare measures to which they are eligible as per the rules in force.
4. The Management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

...Contd.2.

5. The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No./Mobile No. etc of the drivers shall be available with the respective companies.
 6. The Schedule and route of the pickup and drop shall be decided by the supervisory Officer of the company on every Monday (if the Monday is the holiday next working day in a week). In case of exigencies charge of drivers/routes/shifts shall be allowed only with the prior knowledge of supervisory officers/employees.
 7. The telephone number particularly mobile cell numbers and portal/residential addresses of the women employees shall not be disclosed to unauthorized persons.
 8. Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
 9. It is desirable that the company shall provide security Guards for night shift vehicles with GPRS facilities.
 10. It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
 11. The time after / before which security should be provided to women employees for cab drop offs / pickups should be specified. Suggested as before 6:00 am and after 8:00 P.M.
 12. Company shall have a control room/Travel desk for monitoring vehicle movements and necessary records maintained to this effect.
4. The exemption granted under para-(3) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To
The Commissioner, Printing, Stationery & Stores Purchases,
Government Printing Press, Chanchalguda, Telangana, Hyderabad.
The Commissioner of Labour, Telangana, Hyderabad.
Copy to:
The Management, M/s. Amazon Seller Services Pvt. Ltd.,
Nanakramguda, Gachibowli, Hyderabad-500032.
The P.S. to Minister (Labour & Employment).
SF/SC

// FORWARDED :: BY ORDER //

SECTION OFFICER